

Contract with County of Fresno

I wanted to update you all on the status of our current Memorandum of Understanding, (MOU) between FDSA and the County of Fresno. As it stands today, the MOU has officially expired on October 31, 2021. We have been negotiating with the County for a successor MOU. We are very close to having the proposal ready for presentation and ratification by FDSA members. There are a couple of components that we are trying to get worked out that have held us up from reaching a new agreement prior to the MOU expiring on October 31, 2021.

The County of Fresno has pledged to me they will go retroactive with the new MOU, dating it back to November 1, 2021. The negotiation process has been long, but productive with the County of Fresno. It is clear the County does not want to be at odds with FDSA when it comes to a labor contract. This is great news and I look forward to presenting something very soon to all of you for approval.

Health Insurance and Open Enrollment

Open Enrollment begins November 1st, 2021 and ends November 30th, 2021. All changes must be made prior to the close of Open Enrollment. Open Enrollment is the only time during the year that you can make a plan change. It is also the only time during the year that you can enroll yourself or your dependents that have previously declined coverage unless there is a qualifying life event such as marriage, birth, adoption, or loss of coverage.

The FDSA/FSSA Insurance/Benefits Trust Fund board has just completed the annual review of our Anthem Blue Cross Medical and life, Delta Dental plan, MES Vision and the Standard Life Insurance Policies. Since this was the first year with Anthem, claims experience is not credible. After negotiations back and forth we were able to renew with a 2% increase on each of the Medical Plans. We have also been able to lower your office co-payment from \$20 down to \$15 per visit.

Delta Dental of CA has offered us another rate pass on the PPO Dental plan and a 3% increase on the DHMO plan both with a 2-year rate guarantee. We also have been fortunate enough to create a retention account with Delta Dental. This retention account will allow to receive credit for good months and overall good experience for our members. Keeping rates low is our goal. Money from this account would go directly to accomplishing that.

Our MES Vision plan will be starting year 2 (2022 Plan Year) of a 4-year rate guarantee. The Standard's Voluntary Life/AD&D plan had a very slight increase, which equals less than 20 cents per member.

Open Enrollment changes will be made online through [MyWorkplace.net](https://myworkplace.net). Please see the attached Login and Registration Instructions if this is your first time using MyWorkplace.net. All changes must be made prior to the close of Open Enrollment.

If a 2022 Open Enrollment Add/Change form is not received by the end of the Open Enrollment period (November 30th), you will remain on the same plans that you are currently enrolled on.

You may contact Heather Ordoubadi @ DiBuduo & DeFendis (559-437-6612) with any questions you may have regarding the 2022 Open Enrollment.

Some News at the Federal Level from our DC Advocates

Federal police reform negotiations were brought to a halt in late September when Senator Cory Booker (D-NJ) and Representative Karen Bass (D-CA) reportedly walked away from talks with Senator Tim Scott (R-SC). According to Senator Scott, negotiations fell apart when Democratic lawmakers continued pushing for proposals that would effectively "defund" the police by withholding federal funds from departments that failed to perform a certain way. Senator Scott also expressed reservations about reporting requirements that were floated by his Democratic colleagues, which would have required local agencies to report to the federal government on routine matters such as traffic stops. Senator Booker claims that an agreement was reached on the use of chokeholds, but that the group struggled to compromise on much else. Neither party is finished with the police reform effort, but for the time being, some worry it may become a more partisan exercise. PORAC and its advocates in Washington have been actively engaging with key negotiators to discuss the status of police reform moving forward. With the potential of forthcoming legislation, we are prepared to proactively share PORAC's priorities and positively influence the discussion.

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The 1033 Program

In late September, the House passed its version of the fiscal year 2022 National Defense Authorization Act, the legislation that sets the Pentagon's annual budget. Two

amendments were considered related to the 1033 Program, which allows state and local law enforcement agencies to obtain useful and appropriate military equipment from the Department of Defense (DoD) that would otherwise sit idly in inventory. The first amendment, offered by Representative Gottheimer (D-NJ), directs the Defense Logistics Agency to conduct a study on the distribution of military-grade equipment through 1033. PORAC generally finds the amendment acceptable, but offered suggestions for improvement as the House and Senate Armed Services Committees finalize the NDAA. Specifically, PORAC encourages the inclusion of annual federal audits on transfers and current inventories, to ensure Congress has a more complete picture of the program. The House also rejected a problematic amendment, offered by Rep. Hank Johnson (D-GA), proposing to prohibit nearly all transfers through the 1033 program.

Criminal Justice Support Appropriations

The fiscal year 2022 Commerce, Justice, and Science (CJS) Appropriations remain in limbo as Congress continues to focus on larger spending bills and more time-sensitive issues. While House Appropriators have reported their CJS bill out of Committee, the full House and Senate have yet to act. The bill that has advanced in the House includes provisions that tie funding for law enforcement to listed conditions, mirroring several provisions from the George Floyd Justice in Policing Act, H.R. 1280. Compliance-based funding will prove counterproductive as the passing of these provisions would penalize law enforcement agencies based on the actions of state and local officials. PORAC has written to Members of the California delegation expressing our support for full funding of federal grant programs for state and local agencies, as well as our continued concerns about counter-productive compliance-based funding mechanisms. We will continue to engage with Capitol Hill as the annual funding bills take shape.

Another Successful FDSA Memorial Golf Tourney

We are so happy to report the annual FDSA Memorial Golf Tournament was a successful event! Weather was perfect for the sold-out tourney at Eagle Springs Golf Course. A big thank you to Joni Sarafian of Complete Marketing Solutions who is instrumental in putting together a top-notch tournament. Also-thanks to Margot Kim of ABC30 for singing the national anthem.

We are already looking to make the tournament even better next year. One way you can help, is to put together a gift basket for our silent auction. As we look toward expanding the tournament in 2022, we know it will require more assistance from our members. Remember, all proceeds go directly to families of fallen deputies to immediately help them with expenses, etc.

HAPPY HOLIDAYS!

It's already November and Thanksgiving is around the corner. I wanted to take a moment to thank you all for your feedback, comments, questions and constructive criticism throughout the year. We are a better organization when your voices are heard, your concerns are shared, and then I can advocate for you better. My goal is to serve you all to the best of my ability.

Enjoy the start of the holiday season and I hope you get to spend some meaningful time with family and friends during this festive time!

All my best,

Eric